

2013



STATE OF MARYLAND

DLLR

DEPARTMENT OF LABOR, LICENSING AND REGULATION

WORKFORCE INFORMATION GRANT ANNUAL PERFORMANCE REPORT

**PROGRAM YEAR 2013
(July 1, 2013 to June 30,
2014)**

PREPARED BY:

Office of Workforce Information and Performance

Division of Workforce Development and Adult Learning

Maryland Department of Labor, Licensing and Regulation

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FOREWORD

Every year, Maryland receives the Workforce Information Grant (WIG) awarded to states' workforce agencies from the U.S. Department of Labor. The grant, which is obligated to the Office of Workforce Information and Performance (OWIP), Division of Workforce Development and Adult Learning of Maryland's Department of Labor, Licensing and Regulation (DLLR), is indeed essential for the collection, analysis, and dissemination of critical labor market data for the state of Maryland.

In Maryland, OWIP uses the WIG funds to strengthen the state's workforce investment system by forming partnerships with stakeholders and customers that include, but are not limited to, job seekers, employers, state agencies, local workforce investment boards, policy makers, and research institutions. Through the WIG funds, OWIP develops and circulates labor market data and workforce information products. Additionally, OWIP generates analyses and related resources that help our stakeholders and customers understand, engage, participate and utilize labor market data and workforce information at varying levels. OWIP's continuous contribution of labor market information plays an important role in shaping Maryland's workforce development policies.

This Program Year's (July 2013 – June 2014) WIG Annual Report details OWIP's valuable contribution and assistance to Maryland's stakeholders and customers. More specifically, OWIP assisted end users with understanding the state's labor market and workforce challenges. Through the effective development, delivery, and dissemination of crucial labor market data products, as well as by responding to requests for information, OWIP was able to increase the accessibility of the data to better meet customers' needs.



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I. OVERVIEW: MARYLAND'S LABOR MARKET AND WORKFORCE INFORMATION STRATEGY

Mission

OWIP's mission is to collect, analyze, and produce labor market and workforce information as a service to businesses, job seekers, students, workforce and economic development programs and their community of service providers in Maryland. Our primary function is to make workforce and economic data and analysis easily accessible for informed decisions, from individual choices to workforce and economic policy directions.

Guiding Principles

- Partner with the workforce and economic development community.
- Develop and deploy new information solution tools and systems for the workforce and economic development community.
- Provide products and services that are customer and demand driven.
- Be known as an important and reliable source for information solutions that support workforce development goals and outcomes.

In Program Year (PY) 2013, the Office of Workforce Information and Performance (OWIP) part of Maryland's Department of Labor, Licensing and Regulation (DLLR) strengthened, as well as expanded, its statewide collaboration. This collaboration involved relevant state, non-state and local workforce investment groups to advance existing workforce initiatives and foster new efforts. This goal was supported by OWIP's supply of data and analyses to inform strategic planning, program implementation, and evaluation of workforce development efforts. OWIP provided labor market data, information, and resources to a variety of stakeholders and customers in Maryland during PY 2013. These end users utilized the information provided to assist them in making informed decisions, forming policies, and conducting relevant research. Ultimately, the aim was to empower stakeholders to become informed about the labor market conditions in Maryland. This impacted an array of decisions, including but not limited to: policies, services, career choices, training, retraining, and hiring.

OWIP assessed the effectiveness of its own policies and procedures to ensure timely and accurate dissemination of labor market information (LMI) occurred. In light of OWIP's assessment of its past products, information dissemination processes, and feedback pertaining to prior outreach efforts, the office was able to implement changes to better provide labor market data, workforce information, and resources. This information was made available via a variety of mediums to relevant stakeholders, including: job seekers, employers, businesses, researchers, educational/training institutions, students, and the general public.

II. WORKFORCE INFORMATION DATABASE (WIDb)

The Workforce Information Database (WIDb) is a data storage system used as a source to populate and access labor market data, workforce information and related products. These products include, but are not limited to, various labor force trends and employment situation reports that are populated through the WIDb on the state's Maryland Workforce Exchange Virtual One-Stop (MWE-VOS) web-based system at: <https://mwejobs.maryland.gov>.

Employers and businesses—large and small— in Maryland's workforce investment system view and use the MWE- VOS to post and advertise jobs, review candidates' resumes, qualifications, skills, competence, and readiness. Job seekers and local workforce employment specialists use the system to search for information on available and advertised jobs, salary offered as well as the skills and training required. Researchers, policy makers, and other groups use the system to gain access to "historical" and "real-time" labor force data and workforce trends. School counselors provide career counseling to students by interpreting the data housed in the WIDb and employment specialists assist jobseekers with the data as well. Therefore, keeping the data in the WIDb up-to-date is a key function of OWIP.

In view of the immeasurable value of labor market data and workforce information to the state's workforce system, stakeholders, and customers, OWIP has and continues to populate the WIDb with state and substate labor market data and workforce information as follows:

- Developed and populated all designated WIDb core tables on a continuous basis throughout PY 2013. Labor market data and workforce information were updated on a monthly, quarterly and annual basis. These data updates included both "historical" and "real-time" labor market data, workforce information, and related labor economic products and resources.
- Data uploaded to the WIDb are integrated into the MWE-VOS. The data files, which include: Labor Force, Employment and Unemployment Statistics, Current Employment Statistics, Quarterly Census of Employment and Wages statistics, Occupational Employment (and wages) statistics, and industry and occupational projections (both short and long-term) for state and substate areas were and will continue to be uploaded into the MWE-VOS system.
- The WIDb structure operates in conjunction with the Virtual Labor Market Information (VLMI) and Virtual One-Stop (VOS) system. Previously, the projection page of the VLMI and VOS ran off version 2.4 of the WIDb structure in 2012. In March 2013, the WIDb was upgraded to version 2.5 as required by ETA, and continues to be since.
- Complied with the directive of the WIDb requirements by constantly updating the VOS and other internet sources with populated data as they became available.

III. INDUSTRY AND OCCUPATIONAL PROJECTIONS

Industry and occupational projections were prepared for Maryland. Staff completed short-term industry and occupational projections with 2013 as the base year and 2015 as the projected year, and long term industry and occupational projections with calendar year 2012 as the base year and 2022 as the projected year. Both the short-and long-term projections were developed according to the methodology, software tools, and guidelines developed by the Projections Consortium and the Projections Managing Partnership (PC & PMP). The short-term employment projections were submitted to the PC & PMP for review in January 2014 and the long-term projections were submitted for review in June 2014. As required, the short and long-term projection estimates were included in the Workforce Information Database (WIDb), and were made available to the public through the state's Department of Labor's website at: <http://www.dllr.state.md.us/lmi/> and via the Maryland Workforce Exchange (MWE) Virtual One-Stop System (VOS) website at: <https://mwejobs.maryland.gov/gsipub/index.asp>.

Product	URL
Short-term Industry and Occupational Projections	http://www.dllr.state.md.us/lmi/iandoprojshort/
Long-term Industry and Occupational Projections	http://www.dllr.state.md.us/lmi/iandoproj/

These projections provide information on industry and occupational trends to Maryland's employers, job seekers, students, researchers, policy makers, and others. Moreover, these projections helped existing and new businesses make investment and hiring decisions, guided students in career decision-making, and assisted other individuals in the labor market. In particular, the projections benefited those entering the job market, changing careers, or deciding on training choices. Projections are also widely used by policy makers and workforce professionals in planning educational and training programs. Additionally, career counselors utilize the projections in providing career guidance. Lastly, researchers and economic development offices use the information to analyze economic trends and labor market conditions.

Maryland: Industry Projections - 2013-2015

Total All Industries	Employment			Percent Change
	2013	2015	Change	
	2,704,457	2,731,248	26,791	

Chart 1: Short-term industry projections; Data from: <http://www.dllr.state.md.us/lmi/iandoprojshort/>

Maryland: Industry Projections - 2012-2022

Total All Industries	Employment			Percent Change
	2012	2022	Change	
	3,094,874	3,284,239	189,365	

Chart 2: Long-term industry projections; Data from: <http://www.dllr.state.md.us/lmi/iandoproj/>

The statewide short-term and long-term industry projections estimate a total of 26,791 and 189,365 new jobs openings respectively. These projections are a reflection of growth stemming from expanded employment opportunities in growth industries. Industries expected to exhibit the most gains include, but are not limited to: Education Services (35,053), Health Care and Social Assistance (31,703), Construction (10,891), Transportation and Warehousing (6,428), Arts, Entertainment and Recreation (4,180), and Information (2,327).

Maryland: Occupational Projections - 2013-2015

Employment			Openings	
2013	2015	Change	Replacement	Total
2,704,457	2,731,248	26,791	119,856	154,159

Chart 3: Short-term industry projections; Data from: <http://www.dllr.state.md.us/lmi/iandoprojshort/>

Maryland: Occupational Projections - 2012-2022

Employment			Openings	
2012	2022	Change	Replacement	Total
3,094,874	3,284,239	189,365	709,866	905,984

Chart 4: Long-term occupational projections; Data from: <http://www.dllr.state.md.us/lmi/iandoproj/>

The statewide short-term and long-term occupational projections illustrate a total of 154,159 and 905,984 jobs openings respectively. These projections are a reflection of growth stemming from expanded employment opportunities in the occupations as well as replacement needs over the next two and 10 years. A number of these openings are in occupations that continue to evolve due to the impact of technological changes and new skills acquired by workers. Data indicates that a significant number of the occupations with growth require a moderate or higher level of education and/or training. Based on the results of the projections, it is also important to note that a large number of occupations that are expected to grow over the next two to ten years continue to be in Science, Technology, Engineering and Math (STEM). Occupations in health care, management, trade, transportation and advanced manufacturing are projected to be the primary sectors exhibiting growth. These occupations have a common theme: they are all high skilled occupations that typically require a college education or advanced training. Armed with this information workforce development efforts can be refined to target these occupations.

IV. ANNUAL ECONOMIC ANALYSIS AND OTHER REPORTS

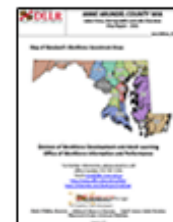
In PY 2013, OWIP produced and published labor market analyses, workforce information reports, and additional resources. These informative instruments provide state and substate labor

force, employment, unemployment, and demographic data. Many of these reports inform policy formation, facilitate program evaluation, and inform the implementation of various policies.

OWIP produced several internal and external facing reports on a monthly, quarterly and annual basis. These publically available reports are housed on our website at:

<https://mwejobs.maryland.gov/gsipub/index.asp?docid=413> and <http://www.dllr.state.md.us/lmi/>.

- Hot Jobs Pamphlet – provides data on occupations with above average wages and projected to experience growth. The occupations are stratified by education level (<https://mwejobs.maryland.gov/admin/gsipub/htmlarea/uploads/Hot%20Jobs%20Web.pdf>).
- Characteristics of Claimants - provides basic data in an interactive format on unemployment insurance claimants. This tool is part of Maryland's Workforce Dashboard, a project developed in conjunction with Salisbury University (<http://www.dllr.state.md.us/lmi/claimantprofile/>).
- Labor Force, Demographic and Jobs Overview - provides monthly data by WIA on: labor force, unemployment rate, percentage of unemployment claimants by gender, education and age. Additionally, it includes real-time LMI on the top ten industries and occupations with job openings (<http://www.dllr.state.md.us/lmi/jobsoverview/>).
- Areas of Substantial Unemployment (ASU) Report – provides information on critical unemployment areas and is used as an important factor in the distribution of select WIA Title 1 funds (chapter 4 and 5) (<http://www.dllr.state.md.us/lmi/asupy2014.pdf>).
- Monthly Labor Review – provides details and analysis on the state's employment situation based on current and historical labor market data and workforce information. This monthly report is published on the MWE- VOS and DLLR's websites; and is also emailed to stakeholders and customers, including all level of staff members within Maryland's Department of Labor, Licensing and Regulation as well as the various others (<http://www.dllr.state.md.us/lmi/mlr/>).
- Fact Sheets by Workforce Investment Area and County – a one-page publication containing tables and charts of job market data for each county, WIA, and the state; intended to provide a



brief overview of area job market and demographic characteristics

(<http://www.dllr.state.md.us/lmi/wiafacts/>).

- Maryland's Major Employers – a listing of businesses/employers in the state with the most employees. This report is based on a specified range. Data is gathered from the Quarterly Census of Employment and Wages (QCEW) data which is based on the administrative reporting of Maryland's employers to the state's Unemployment Insurance Division (<http://www.dllr.state.md.us/lmi/emplists/maryland.shtml>).

- Growth Industries by Workforce Areas – a one-pager that includes a table of the top 3-digit NAICS growth industries over time for each WIA, with a state growth industries table for comparison (<http://www.dllr.state.md.us/lmi/wiagrowthind/>).

The image shows a thumbnail of a report titled 'Growth Industries by Workforce Areas'. It contains two tables. The first table, 'Growth Industries by Workforce Area', lists various industries and their growth rates. The second table, 'Maryland Growth Industries', lists the top growth industries for the state of Maryland.

Spotlight on Internal Reports

- Maryland's Labor Market Analysis Report - provides an overview and highlights the statewide and substate employment and wage trends as well as the labor force and unemployment movements. This twelve-month labor market report also considers the challenges posed by other factors, including national trends.
- Unemployment and Employment Snapshot - provides monthly employment and unemployment analysis specific to Maryland as well as in comparison to neighboring states. The snapshot focuses on states within our BLS designated region. The primary function is to present a broader perspective of Maryland's job creation efforts to the state's Labor Secretary and associated workforce policy and legislative staff in the agency as well as those in the Governor's office. This monthly report is not published online; it is only intended for policy and legislative staff of the Executive branch.
- The Dashboard – this is an as needed economic report which is provided to the Governor's office. So far in PY 2013, one such report was prepared and submitted. The Dashboard focuses on post-recession recovery and labor market analysis at the various industry groups. As an internal report, meant strictly for policy-level decisions and guidance, and is submitted to the Office of the Governor.
- Veterans Five-Year Plan - provides data on the top occupations and industries employing veterans and those occupations and industries with higher unemployment rates.

V. CUSTOMER CONSULTATIONS

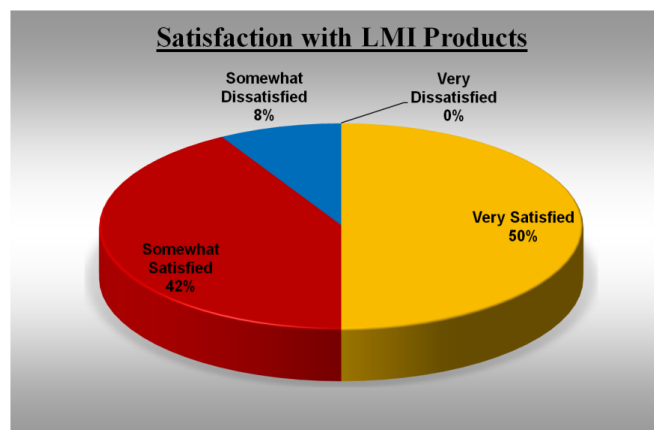
OWIP prioritizes and continues to value consultation with stakeholders and customers in the state's workforce system. Through consultations and guidance, staff not only gained knowledge and understanding of the state's data users' information needs and interests, they also engaged data and workforce information users in an integrated way. OWIP sought feedback from stakeholders and customers regarding the quality of our data, publications, customer service, training materials, and, outreach activities. As part of the customers' consultation in PY 2013, OWIP conducted a labor market information product survey of stakeholders and customers, using Survey Monkey, to determine the impact and usability of its products, data and analysis as well as customer service.

Most Frequently Used Products

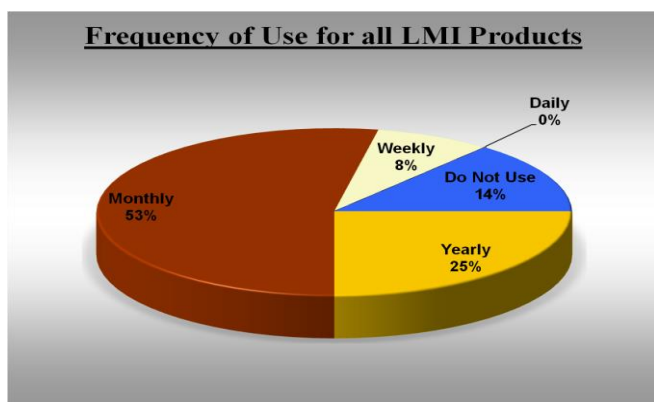
- Labor Force, Demographics, and Jobs Overview
- Major Employer List
- Labor Force Estimates by WIA
- Growth Industries by Workforce Area
- Occupational and Industry Projections

General findings of the survey were that most users are between somewhat familiar or very familiar with products (>82%), and 50% were very satisfied with products (See Graph 1). Respondents had a preference for a combination of static and interactive tools and preferred tables as a mechanism to display data. We observed that across all LMI products, the survey indicates that most are utilized on a monthly frequency (See Graph 2). This means for future efforts we will target updating our materials on a monthly basis to the degree possible keeping in mind data release schedules and staff constraints. According to survey responses, many products available at the workforce region level were the most frequently used and this finding will be incorporated to planning future products.

During an OWIP-WIA Directors mini-summit in Anne Arundel County, OWIP specifically sought exclusive feedback from our workforce partners (Mid-Maryland WIA, Upper Shore WIA, Western Maryland WIA, Baltimore City WIA, Anne Arundel County WIA, Frederick County WIA, Prince George's County WIA, Baltimore County WIA, Susquehanna WIA, Lower Shore WIA, Montgomery County WIA and Southern Maryland WIA). The feedback focused on data availability, product design, and frequency of dissemination. This feedback was obtained through an open forum, providing OWIP staff the opportunity to listen directly to end users



Graph 1: Survey results on satisfaction with products

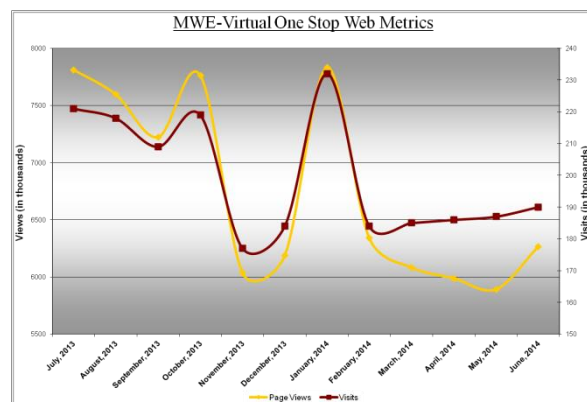


Graph 2: Survey results of frequency of use

about their interests and concerns, as well as their experiences, working with LMI data. During a breakout session, small groups were formed to discuss currently available products and desired future products. This discussion was driven by providing sample products from our office as well as products from other State's Labor Market Information offices. Overall, the responses indicated a need for greater detail in the data ranging from examining special populations to smaller geographic entities.

VI. ACTIVITIES UNDERTAKEN TO MEET CUSTOMER NEEDS

OWIP continuously provides data, expertise, and analyses to customers ranging from the general public to other state agencies in the form of responding to inquiries, providing information via the internet, and providing hands-on trainings. OWIP staff provided responses to more than 500 data inquiries in PY 2013. OWIP consistently engages with the various WIAs and other stakeholders. The aim of this interaction is to enhance information sharing and to be available for technical assistance or inquiries. Additionally, the MWE-VOS and DLLR sites are continuously updated to meet customers' needs, and they have been viewed by many web visitors with interest in OWIP's labor market data and workforce information (See Graphs 3 and 4). During PY 2013 OWIP accomplished the following:

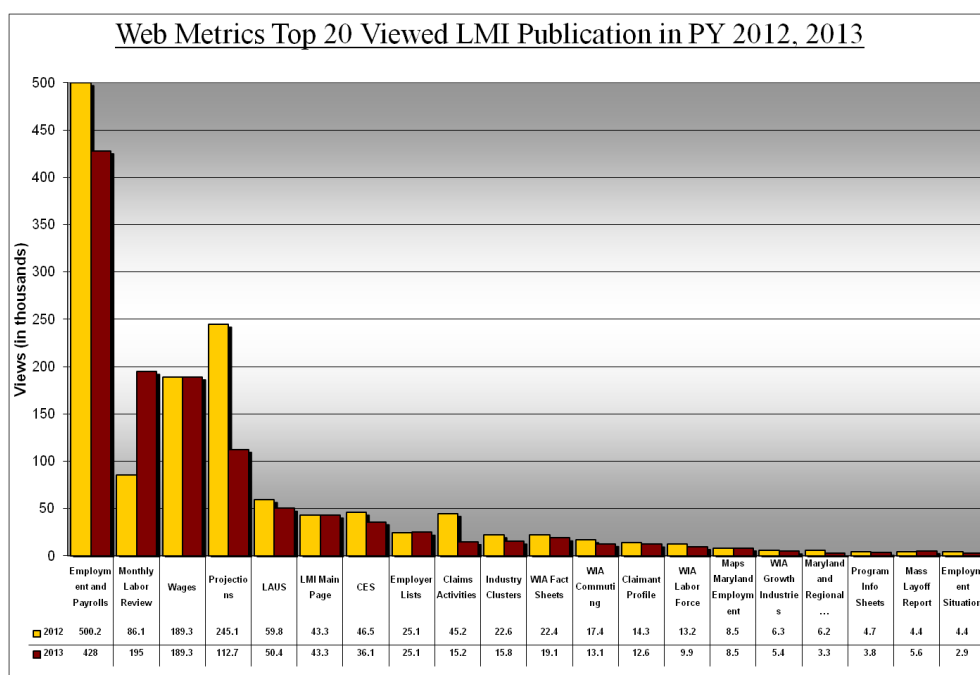


Graph 3: Maryland Workforce Exchange Web Metrics

- Continued regular communication with all 12 Maryland's Workforce Investment Areas (WIAs), the Labor Exchange Administrators and others. This included LMI data, technical assistance, data analysis and interpretation
- Offered training at the Maryland Association for Adult, Community and Continuing Education (MAACCE) conference on "Utilizing Labor Market Information for Career Planning and Workforce Development" and provided an accompanying handout
- Provided training to WIAs on various topics, such as: understanding "real-time" LMI, utilizing historical LMI, and BLS programs
- Provided workforce information and labor market information assistance to economic development staff and workforce professionals statewide by way of frequent emails and telephone conversations
- Continued to encourage policymakers, training program administrators, job seekers, researchers, career planners, students, employers and others to use technology in accessing labor market data and workforce information about the state and substate areas
- Provided data from the Quarterly Census of Employment and Wages program to relevant state agencies and non-profit institutions
- Distributed real-time and historical LMI data products, which were made available via the internet

- Provided data to support recent initiatives and tools, including Employment Advancement Right Now (EARN)

The result of OWIP’s outreach efforts, dissemination of core products, and availability of technical assistance is increased awareness by Marylanders, especially stakeholders and customers in the workforce system, of the state’s industry sectors, trends of the labor market, and the overall economy. The growing amount of research, news stories, and other reports related to labor market information indicate increasing interest in the state’s labor market forces. This awareness has stimulated policy makers, advocacy groups, researchers and local workforce professionals in Maryland to increase their push for, and commitment to, issues related to job creation, workforce training, and economic growth activities. Evidence of this is seen by the continuous commitment of the governor, lawmakers and local officials, as well as private business leaders, to initiatives that seek to generate employment opportunities and foster training activities at both state and substate levels.



Graph 4: DLLR website metrics

VII. NEW TOOLS AND RESOURCES

OWIP prioritizes finding solutions and working smarter in order to produce improved and innovative products for its stakeholders and customers. In PY 2013, OWIP automated a number of data transfer processes for internal use. This includes the “Employment and Unemployment Snapshot”, which goes directly to the staff of the Governor’s office. This report is populated as soon as all states, Maryland included, release their statewide employment situation data. The snapshot allows for comparison of employment gains and losses over time. This tool allows for timely access to data by using specialized software, DataZoa, to automatically populate the data

tables. This new monthly analytical document provides key data and information on the state's labor force, employment level, and unemployment level in comparison to the other states and the District of Columbia. The data contained in the chart are reviewed, analyzed and used by departmental policy makers and those in the Governor's office to inform decision-making focused on employment opportunities for job seekers and statewide workforce development.

OWIP has also initiated a redesign of its Industry Analysis Project (IAP). The IAP is a software application system designed and used for quick data gathering and analysis. The data analyzed using the IAP is used to compose replies to stakeholders and customers' in response to data requests.

Additionally, OWIP has also assisted with, and continues to work with, program administrators, researchers and other data users in navigating and understanding the state's Workforce Dashboard (<http://www.dllr.state.md.us/workforcedashboard/>). Established in 2013 the Workforce Dashboard is an interactive tool designed to visualize data and patterns related to the supply and demand of Maryland's workforce, as well as education and training opportunities in the state. The dashboard also incorporates data from a variety of sources, including the Maryland Workforce Exchange (MWE-VOS), the Division of Unemployment Insurance, and the Maryland Higher Education Commission.

VIII. EFFORTS TO CREATE AND SUPPORT PARTNERSHIP AND COLLABORATION

On a quarterly basis OWIP provides sharable data, stemming from the QCEW program, on employment and wages. This data is shared with select agencies, universities, and non-profits that have a standing data sharing agreement on file with OWIP.

Currently, OWIP maintains data sharing agreements with seven entities. This data is utilized for internal research purposes, such as informing strategic planning. Also, aggregate data is used for other research products that are publically available.

OWIP strengthened its partnership and collaboration with relevant stakeholders on labor market data and workforce information initiatives. These included, amongst other things, frequent discussion of monthly employment situation reports with select state agencies, analyses of labor market trends, and contribution to Maryland's StateStat. Maryland's StateStat is an interactive tool housing over 500 datasets, which allows for tracking of key goals and increased public access to data. Additionally, OWIP is a regular participant in the State Researchers Roundtable which brings together institutional data users from essential state agencies and county economic offices. The gathering brings together policy makers, researchers, analysts, educators, and program managers to discuss various state economic statistics- past and current. Through this periodic forum, OWIP staff and staff from the state's Department of Business and Economic Development provide

Data Sharing Agreements

- Maryland's Non-profit Consortium
- Jacob France Institute at the University of Baltimore
- Center for Smart Growth at the University of Maryland
- Maryland Department of Planning
- Maryland's Department of Business and Economic Development
- Montgomery County Economic Development Office
- Montgomery County Parks and Planning Office

input on critical labor market data and workforce information. It is aimed at presenting an overview that helps data users and researchers understand the business dynamics and labor market conditions of the state and how that impacts other variables. Regular participating institutions include but not limited to the Department of Business and Economic Development, Department of Housing, Department of Aging, Department of Planning, Department of Human Resources, Department of Labor, Licensing and Regulation, and select offices of the Baltimore City's government, and a number research-based groups in universities in the state.

OWIP also worked with a consortium of community colleges headed up by Steve Greenfield with Montgomery College on a Trade Adjustment Assistance Community College and Career Training (TAACCCT) proposal. Throughout the process, OWIP provided unemployment, occupational, and industry employment data. In addition, OWIP assisted within DLLR with LMI data to be used as input for grant applications. These grants, included: the Disability Employment Initiative (DEI), Job-Driven (JD) National Emergency Grant (NEG), and Workforce Innovation Fund. Additionally, staff continued to assist the Governor's Workforce Investment Board (GWIB) with data and analysis for use in the state's Employment Advancement Right Now (EARN) initiative. EARN Maryland is a state-funded, competitive workforce development grant program that is industry-led, regional in focus and a proven strategy for helping businesses cultivate the skilled workforce they need to compete. It is flexible and innovative, designed to ensure that Maryland employers have the talent they need to compete and grow in an ever-changing 21st century economy. Through this collaboration, OWIP has been instrumental to GWIB in developing multiple labor market data charts and analyses with an emphasis on the major industry sectors (Health Care, Manufacturing, Construction, and Cyber Security) in the state. These charts were, and continue to be, used in GWIB's presentations and webinars for businesses, job seekers, policy makers and implementers in the state workforce investment system.

Lastly, Maryland maintains its partnership and use of the Census Bureau's Local Employment Dynamics program. As in previous years, OWIP used data extracted from the three LED applications (QWI's, Industry Focus, and OnTheMap) as components of publications, to answer data user inquiries, and as part of training presentations in understanding and using LMI for counselors and other data users. OWIP maintains a direct link to the Census Bureau LED site on the DLLR LMI homepage, as well as a link to the OnTheMap application on the MWE-VOS site.

IX. ACTIVITIES TO LEVERAGE LMI-WI FUNDING

OWIP maintains compliance of the PY 2013's WIG funding by consistently populating and updating both the MWE-VOS and DLLR websites with variety of labor market products, developing and publishing industry and occupational projections, producing special labor market analysis and reports, and working with stakeholders on workforce related activities, including outreach and customized labor market information training. OWIP leverages the LMI-WI funding to partially finance the MWE-VOS. With no carryover in 2013, OWIP charged the following expenditures against the WIG funds: \$492,949.11. A breakdown of the expenditures is listed below:

2013 Fiscal and Expenditures	
PY 2013 WIG Award	\$ 620,238.86
PY 2013 WIG Expenditures	\$ 492,949.11
WIG Carryover	\$ 127,289.75
Personnel	\$ 257,550.47
Communications	\$ 5,179.97
Travel	\$ 4,377.19
Contractual Services	\$ 173,096.24
Supplies	\$ 8,489.56
Indirect Cost	\$ 28,279.16
Other Operating Cost	\$ 4,596.33
Departmental Overhead	\$ 11,380.19
Total Expenditures	\$ 492,949.11

X. RECOMMENDATIONS TO ETA FOR CHANGES AND IMPROVEMENTS TO WIGS REQUIREMENT

The WIG funds support vital LMI initiatives that include industry and occupational projections, key LMI data products, and responding to inquiries. Also, they provide for important outreach activities that allow for deeper understanding of the available labor market data and analyses. Training and other out-of-office LMI activities are part of the ETA's WIG requirements. However, providing these services both in the field and from the offices can be demanding for a limited number of staff thus impacting the capacity of LMI offices to cater to stakeholders. Therefore, an increase in staff which will require increase in grant funds would be appropriate to meet stakeholders and customer demand statewide. In view of this, OWIP recommends that ETA maintains its commitment to providing and increasing the WIG funds to states.